

COMMITTED TO INCLUSION



Our People come first

Hydrite is a Company of people collectively driven to provide sustainable ideas and solutions that ensure Customer, Employee and Partner success. Diversity and inclusion enhance our ability to provide creative solutions for our customers. We strive to foster belonging and empowerment at work. Varied perspectives generate better ideas to solve complex problems of a changing – and increasingly diverse – world.

Woman in Leadership

Hydrite supports women in management, through mentorship, leadership development and promotion. Since 2018, we've increased the number of women in executive leadership positions by over 200%, including the addition of two women to our Board of Directors. Approximately thirty percent of Hydrite's senior management positions are held by women or minorities.

Our objective is to attract, engage, develop and retain top talent

Hydrite has a formal Succession Planning goal of having diverse replacement candidates for key leadership positions. We require diverse representation of candidate slates from our external partners and our internal recruiting efforts. We develop our employees through various initiatives to drive "the right results, the right way" integrating our company Building Blocks into all we do.

Hydrite Helps to enrich and cultivate our community

It is our privilege to invest back in the communities in which we do business through the Richard and Marie Honkamp Family Foundation and our Hydrite Helps program. Hydrite invests an average of approximately \$1,000,000 annually in our communities, ranking in the top 25 Corporate Charitable Contributors in Wisconsin for 2022 as reported by the Milwaukee Business Journal. Hydrite Helps empowers our employees to volunteer extensively to improve local childhood development, urban education, basic community needs and the environment. Local non-profits we partner with provide employees opportunities to impact disadvantaged, diverse populations. We expect to reach a company volunteer participation rate of 50% by 2025.

Moving our Commitment Forward

- **Unconscious Bias Training**
- **Ethics Training**
- **Focus on Hiring Diverse Talent**
- **University Partnerships**
- **Mentoring Women Leaders**
- **Community Partnerships**
- **Focus on Urban Education**
- **Succession Planning**
- **Commitment to Hydrite Helps**
- **External Benchmarking**